

**2001 - 2003 LABOR AGREEMENT
PROFESSIONAL EMPLOYEES IN RESEARCH,
STATISTICS AND ANALYSIS
SUMMARY OF CHANGES**

The following is a summary of the changes to the 2001-2003 Professional Employees in Research, Statistics and Analysis (PERSA) labor agreement. Language provided in the Summary of Changes column is paraphrased only. Consult the 2001-03 PERSA Agreement for the complete provisions.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<u>IV</u>	4/2	<u>GRIEVANCE PROCEDURE</u> Amend procedure to three steps with a Pre-Filing Step.
<u>IX</u>	9/20/1	<u>HEALTH, SAFETY AND MISCELLANEOUS</u> <u>Employee Election Officials:</u> Employees appointed as Election Officials may serve without loss of pay for scheduled work hours on a public primary or general election day.
	9/22/1	<u>Reorganization:</u> Whenever the Employer decides to reorganize any state agency or subdivision thereof which affects fifty or more employees, the Union shall be given thirty days advance notice.
	9/23/1	<u>Employee Assistance:</u> The Employer and the Union will aid employees who request assistance with personal problems. Referrals to the EAP will be handled in a confidential manner
<u>XI</u>	11/6/1	<u>WAGES</u> <u>HAM Notification:</u> DER will notify the Union when the Employer uses HAM for recruitment. Semi-annually DER will provide to the Union the names and starting salaries of employees hired using HAM.
<u>XII</u>	12/5/2	<u>EMPLOYEE BENEFITS</u> <u>Paid Annual Leave of Absence:</u> Enhanced annual leave schedule for employees.
	12/5/3	Formula for calculating pro-rated annual leave.
	12/21/4, 9	<u>Catastrophic Leave:</u> Excludes certain unclassified staff and elected officials as "covered employees". Increase from 24 to 40 the number of hours an employee can donate.
<u>MOU</u>	#1	<u>Calculation of Vacation Hours Due To Delay In Agreement Implementation:</u> Extra vacation hours will be recorded in the employees' vacation account as soon as administratively practicable.